National Institute for School Leadership
LEAD-Kentucky

Leadership Matters!

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NATIONAL INSTITUTE FOR SCHOOL LEADERSHIP®

THE LEADER IN SCHOOL LEADERSHIP

NCEE
National Center On
EDUCATION
And The Economy®

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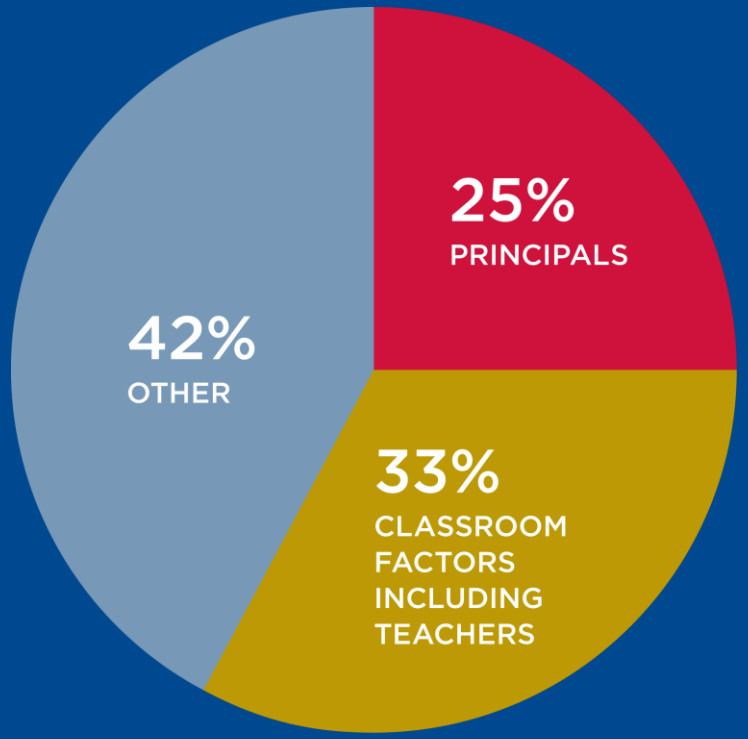
NATIONAL INSTITUTE FOR
SCHOOL LEADERSHIP®

Researching the world's best performing education systems for over 25 years

- ✓ A division of the not-for-profit NCEE
- ✓ The leading curriculum—More than 12,000 trained
- ✓ 13 State DOE partnerships
- ✓ Selected for two major US DOE Studies
- ✓ Three independent studies show student gains
- ✓ Recognized by BRT and Wallace/RAND

WHY SCHOOL LEADERSHIP?



Principals are responsible for over 25% of school effects on student learning...

…and also impact the hiring, training, and retention of teachers — who account for 33% of the effects.

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Source: Leithwood, K. et al.(2004) Review of Research: How Leadership Influences Student Learning, New York: Wallace Foundation.

MAKING A LEADER

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A LEADERSHIP PROGRAM DEVELOPED BY LEADERS IN THEIR FIELDS

LEADERSHIP & ORGANIZATION	PROFESSIONAL DEVELOPMENT	STANDARDS-BASED INSTRUCTION
Peter Senge Lester Thurow Marie Eiter	Marie Eiter Peter Hill	Marc Tucker Peter Hill
ETHICS		**STRATEGIC THINKING**
Tom Sobol Bob Hughes	**BENCHMARKING THE BEST: GLOBAL EDUCATION LEADERS, BUSINESS, MILITARY, LAW, AND MEDICINE**	Gen. Tom Moorman George Thibault Col. David Tretler
MATH	**SCIENCE**	**LITERACY**
Li Ping Ma Barbara Forman Phil Daro	Scott McDonald	Gay Su Pinnell Barbara Forman Lucy Calkins Sally Hampton

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THE EXECUTIVE DEVELOPMENT PROGRAM

1.
For all leaders

- ✓ Aspiring, Novice, Veteran
- ✓ K-12
- ✓ Turn-around to Top-Performing
- ✓ Teacher Leaders to District Admin.

2.
Rigorous

- ✓ 12-15 months
- ✓ 12 two-day sessions
- ✓ 144 additional hrs.

3.
Comprehensive

- ✓ PSEL (ISLLLC) aligned
- ✓ Vision and Goals
- ✓ Teaching and Learning
- ✓ Transformation

4.
Scalable

- ✓ Train-the-Trainer or
- ✓ Direct Delivery

5.
Proven

- ✓ 3 Third-Party Studies
- ✓ Raises Student Achievement
- ✓ ESSA Evidence for Title I&II

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A COHERENT AND COMPREHENSIVE CURRICULUM

COURSE 1

World-Class Schooling: Vision and Goals

- ✓ Create a vision
- ✓ Quality teaching for all students
- ✓ Strategic framework for implementation

COURSE 2

Focus on Teaching and Learning

- ✓ How students learn
- ✓ Instruction in content areas
- ✓ Coach improved instruction
- ✓ Aligned instructional systems

COURSE 3

Sustaining Transformation Through Capacity and Commitment

- ✓ High-performance organization & management
- ✓ Agile change process
- ✓ Ethical culture

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COURSE 1
WORLD-CLASS SCHOOLING: VISION AND GOALS

UNIT 1

The Educational Challenge

- ✓ Challenge of the global economy
- ✓ Skills students require
- ✓ Equity—get every student ready

UNIT 2

The Principal as Strategic Thinker

- ✓ Thinking strategically
- ✓ Decision making processes
- ✓ Analyzing situations
- ✓ Overcoming barriers

UNIT 3

Elements of Standards-Aligned Instructional Systems

- ✓ Coherent standards
- ✓ Aligned systems
- ✓ Using standards and assessments
- ✓ Building curriculum frameworks
- ✓ Selecting aligned materials
- ✓ The school leader's role

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COURSE 2
FOCUSING ON TEACHING AND LEARNING

UNIT 4

Foundations of Effective Learning

- ✓ How people learn
- ✓ Implications for instruction
- ✓ The learning environment
- ✓ Language and learning across disciplines

UNIT 5

Leadership in the Instructional Core—ELA and History

- ✓ Knowledge building in ELA
- ✓ Reading comprehension model
- ✓ Standards, rubrics and instruction
- ✓ Writing modes
- ✓ Organizing concepts for History
- ✓ History & college / career prep

UNIT 6

Leadership in the Instructional Core—Science and Math

- ✓ Learning theory—science and math
- ✓ Conceptual knowledge
- ✓ Formative Assessment
- ✓ Language in learning math and science
- ✓ Inquiry-based Instruction
- ✓ Aligned curriculum, instruction and assessment

UNIT 7

Coaching for High Quality Teaching

- ✓ Teaching variability
- ✓ Educator effectiveness systems
- ✓ Using classroom observation and other data
- ✓ The EDP instructional coaching model
- ✓ Professional Development
- ✓ Human Capital Management Model

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COURSE 3
SUSTAINING TRANSFORMATION

UNIT 8
Promoting the Learning Organization

- ✓ School as learning organization
- ✓ Apply learning principles to PD
- ✓ Principles of adult learning
- ✓ Promote professional learning
- ✓ Teacher accountability models

UNIT 9
Teams for Instructional Leadership

- ✓ Levers to improve instruction
- ✓ The leadership team
- ✓ Collective leadership
- ✓ High-performing teams
- ✓ Team: goals, recruitment, selection, motivation

UNIT 10
Ethical Leadership for Equity

- ✓ Equity
- ✓ Ethical assumptions & decisions
- ✓ Just, fair, and caring community

UNIT 11
Driving & Sustaining Transformation

- ✓ The leader's role
- ✓ Academic, social, emotional and ethical development
- ✓ Agile leadership
- ✓ Adaptive changing process
- ✓ Designing, leading, and driving change
- ✓ The VUCA environment
- ✓ Identify root problems and causes
- ✓ Select strategies and formulate plans

UNIT 12
Final Case Simulation & Presentations

- ✓ Case study analysis and presentation
- ✓ Synthesizing the EDP learning
- ✓ Strategic thinking sets priorities and next steps

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DELIVERY BASED ON ADULT LEARNING RESEARCH

- ✓ Cohort Based (25-32)
- ✓ Extended
- ✓ Executive Development (eg: Case Study Methodology)
- ✓ Blended Learning
- ✓ Applied

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SEQUENCED TO MAXIMIZE IMPACT

- ✓ Pre-work | Face-to-Face | Application
- ✓ Prep includes readings, online work, assessments
- ✓ 12 two-day units
- ✓ Delivered over 12-15 months
- ✓ Planned around district schedule

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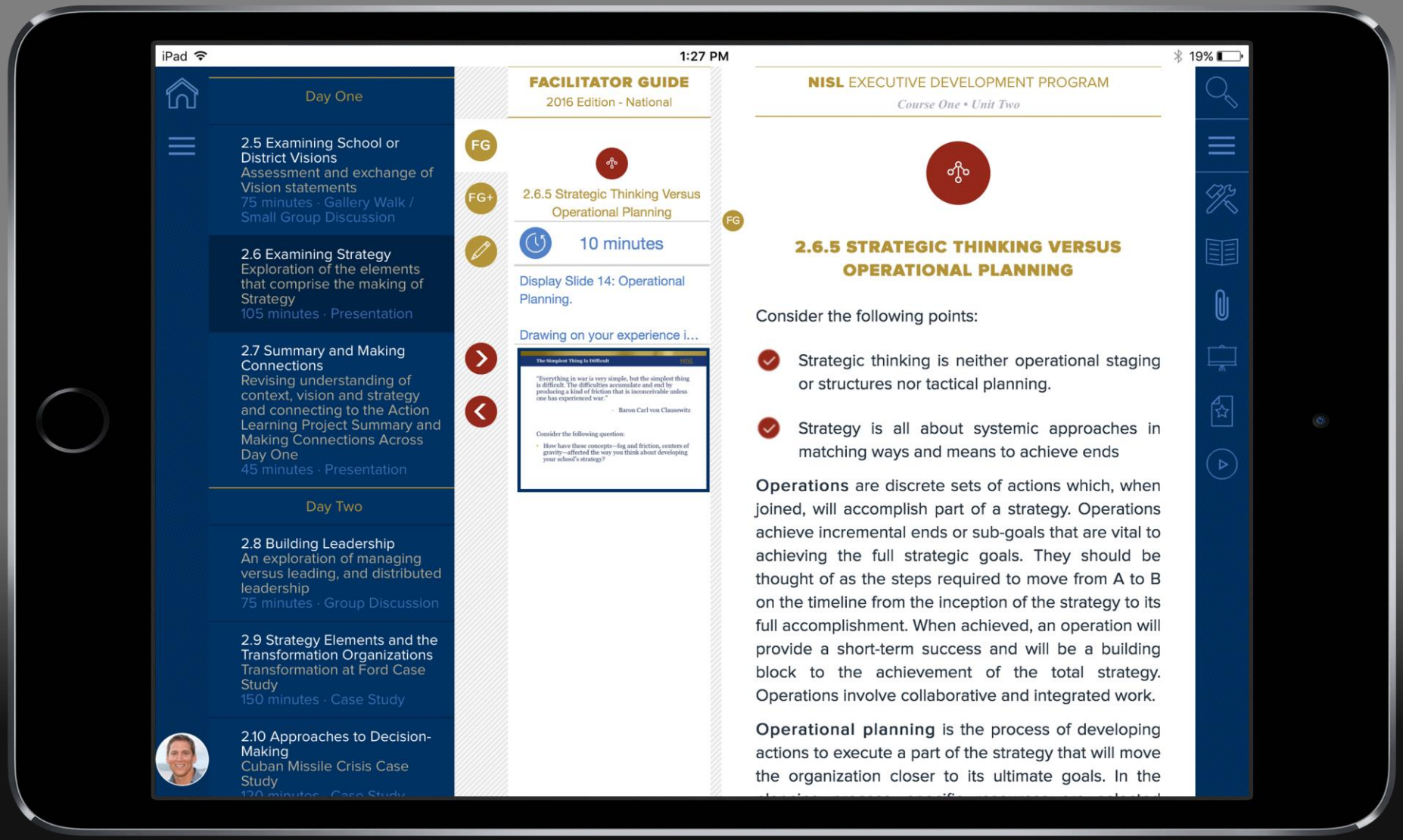
THE NISL APP: DIGITAL RESEARCH



- ✓ Course Content
- ✓ Slide Decks
- ✓ Facilitator Guides
- ✓ Videos
- ✓ Case Studies
- ✓ Readings
- ✓ Handouts

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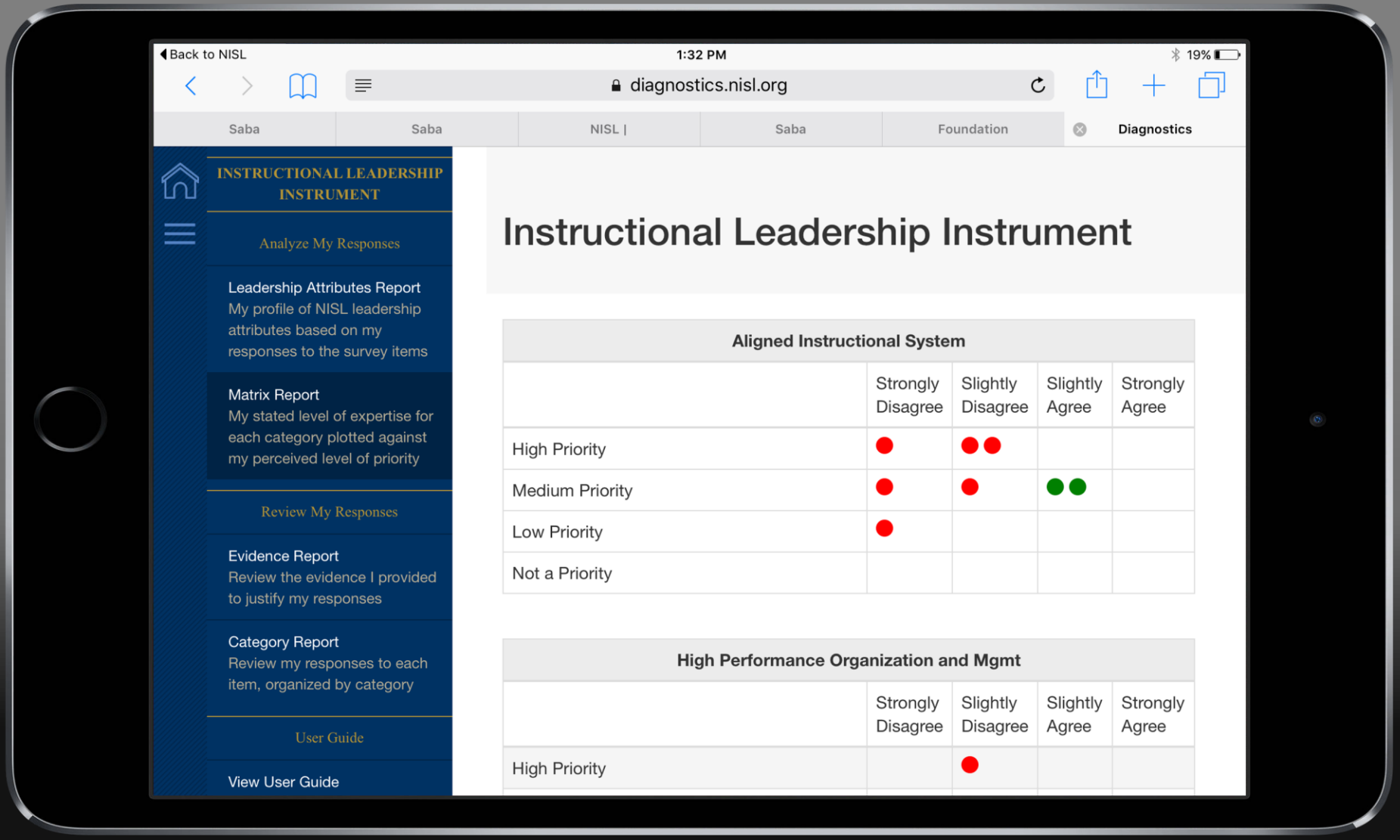
THE NISL APP: DIAGNOSTICS



- ✓ **Leadership Insight**
  - Leadership Skills
  - School Diagnostic
  - Aligned Instruction
- ✓ **Application**
  - Real-time Scoring
  - Tailors Learning
  - Identifies Opportunities
  - Informs ALP

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THE ACTION LEARNING PROJECT

- ✓ **Field-based, job-embedded learning**
- ✓ **Informed by district and school priorities**
- ✓ **Digital Portfolios enable evaluation & coaching**
- ✓ **Fosters school-level collective leadership**
- ✓ **Professional learning: research, analysis, synthesis, reflection**

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STUDIES: NISL TRAINING RAISES STUDENT ACHIEVEMENT

JOHNS HOPKINS UNIVERSITY AND OLD DOMINION UNIVERSITY

STATE	NUMBER OF SCHOOLS STUDIED	STATISTICALLY SIGNIFICANT GAINS* READING	MATH
MASSACHUSETTS Round #1	64		✓
MASSACHUSETTS Round #2	38	✓	✓
PENNSYLVANIA Round #1 6M AFTER GRADUATION	101	✓	✓
PENNSYLVANIA Round #2 18M AFTER GRADUATION	101	✓	✓
MILWAUKEE	21	✓	✓

***Gains were equivalent to 1-2 additional months of learning.**

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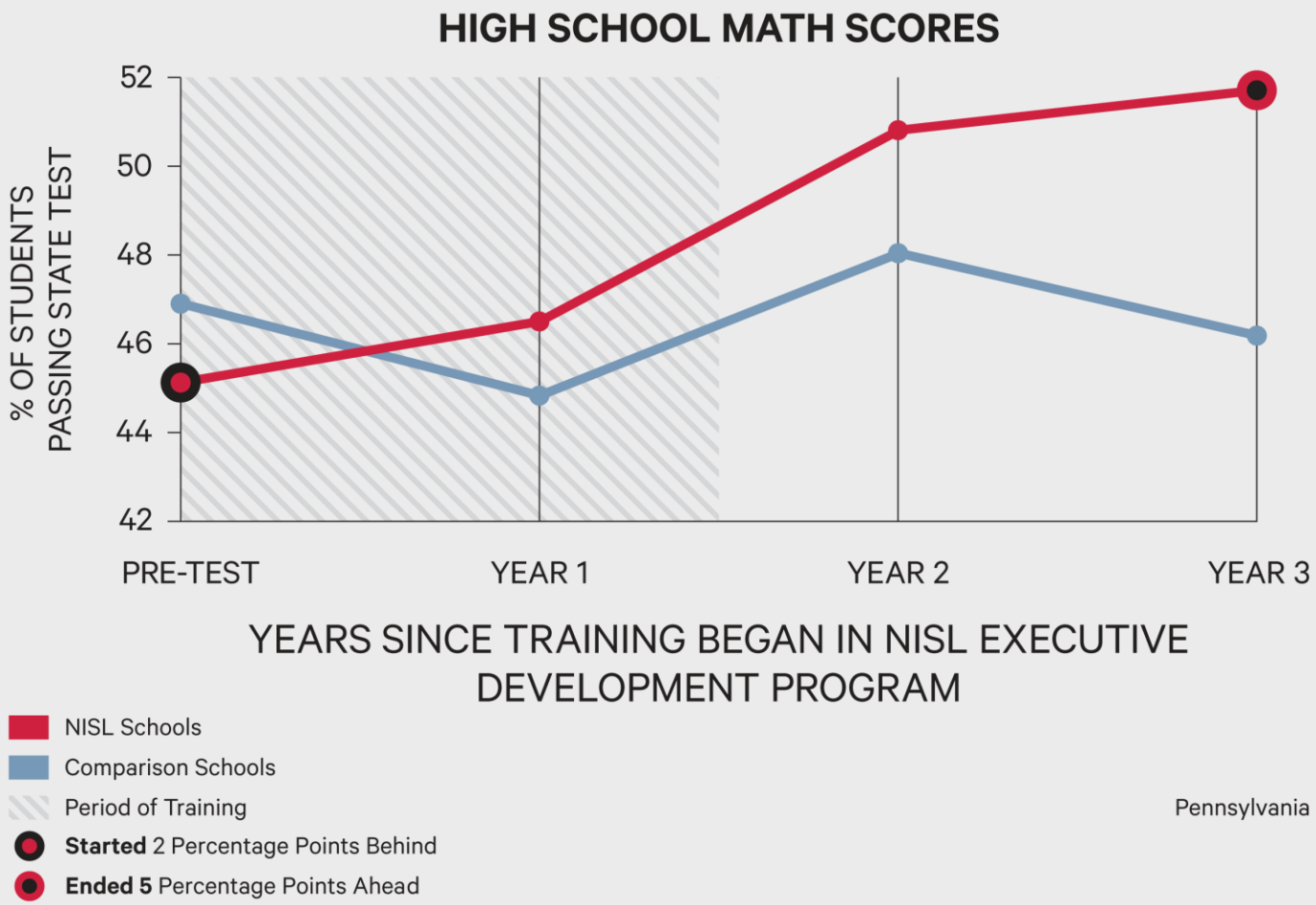
NISL IMPACT ON STUDENT ACHIEVEMENT



Source: Johns Hopkins/Old Dominion University, 2011 Study

- ✓ **On average, the 14 NISL schools started out 2 percentage points (PP) behind the comparison schools, and surpassed those same schools by 5 PP after three years.**

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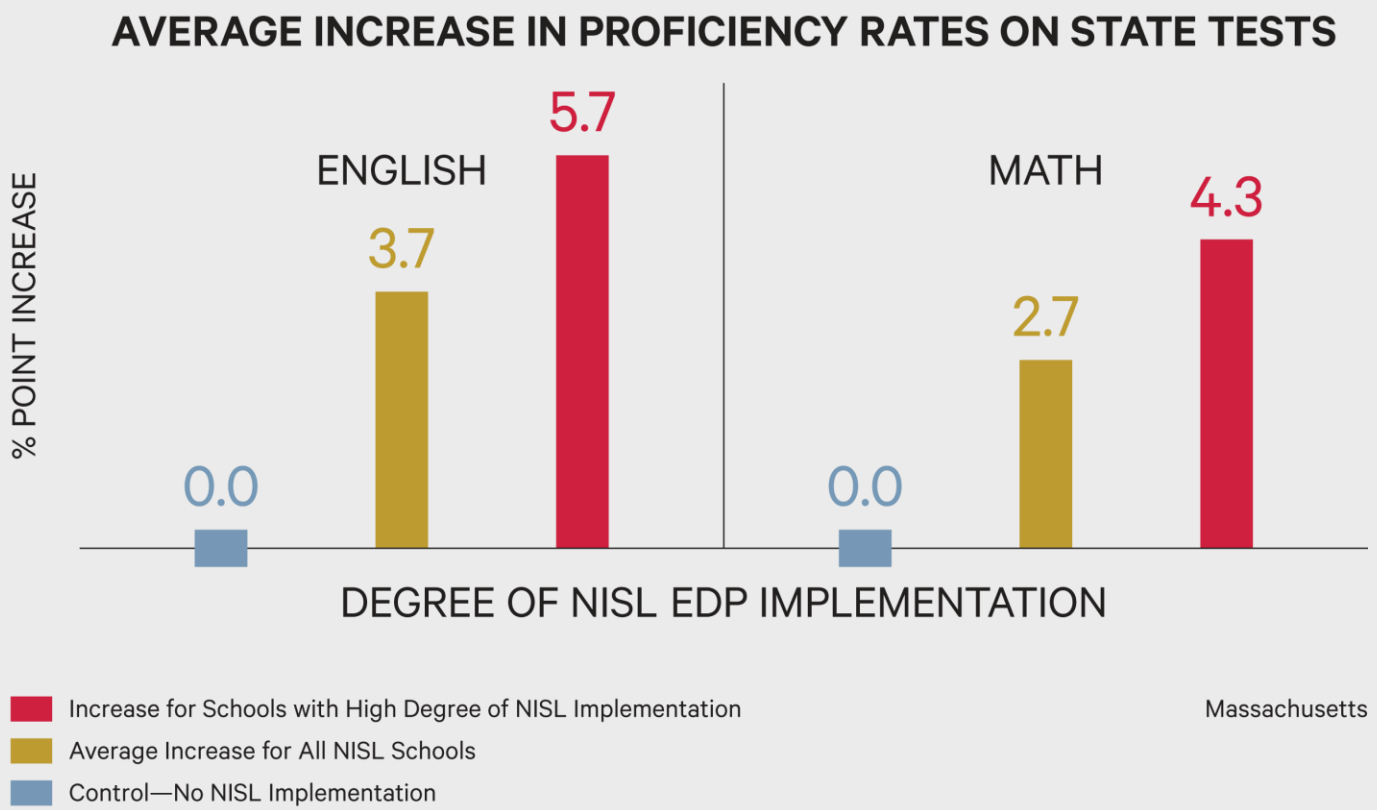
NISL HELPS TURN AROUND IN 20 DISTRICTS



National Institute for School Leadership (NISL): Massachusetts Program Implementation 2005-2008, *The Merisstem Group, June 2009*

- ✓ **38 schools average free and reduced lunch: 69%**

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NISL EDP identified as only Professional Learning activity eligible for Title I ESSA funding shown to improve student achievement

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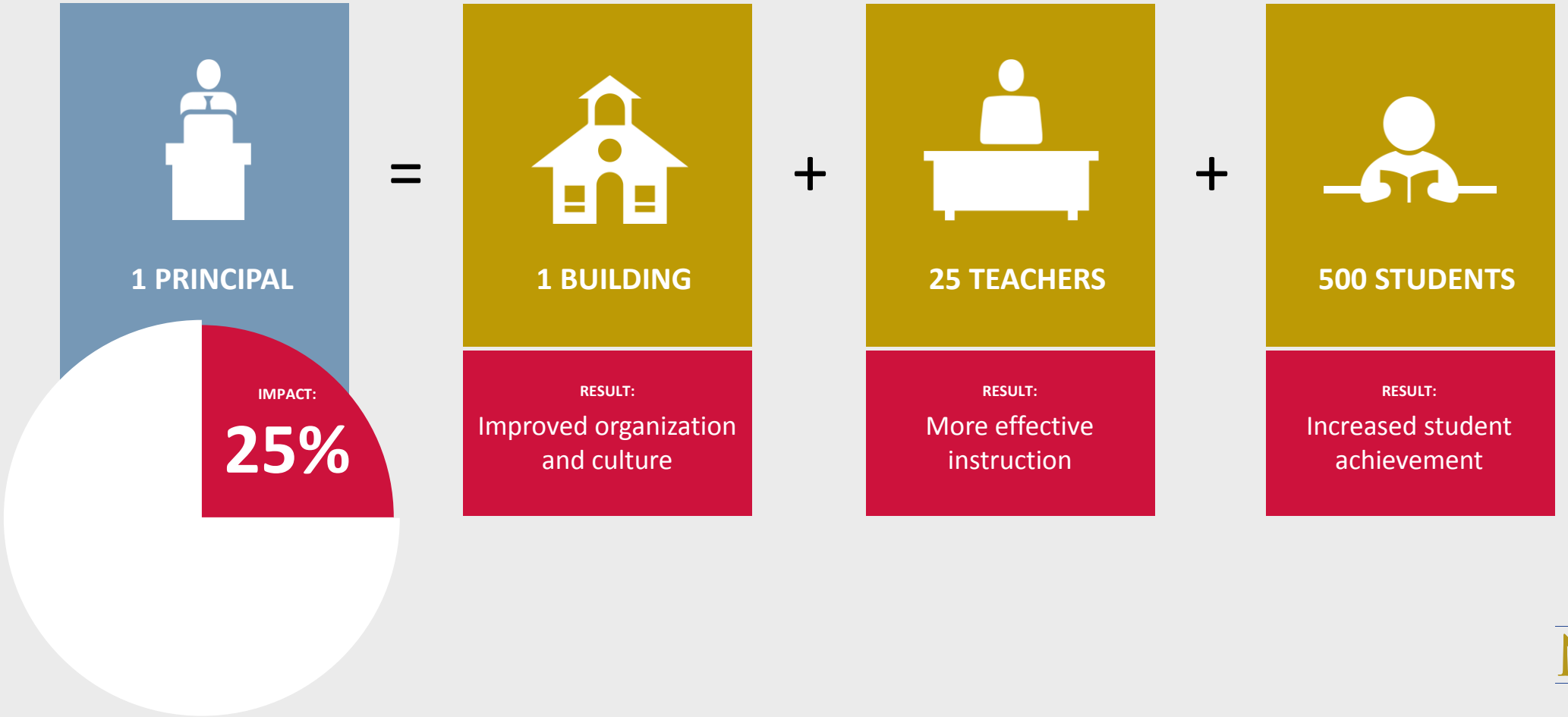
Wallace-funded Rand Study: *School Leadership Interventions Under the Every Student Succeeds* Act, 2016

STUDENT IMPACT AND COST PER BUILDING



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A RESEARCH-BASED CURRICULUM CREATING HIGH-PERFORMING SCHOOL LEADERS

- STRATEGIC THINKER
- AGILE LEADER
- TEAM LEADER
- CREATOR OF JUST, FAIR AND CARING CULTURE
- INSTRUCTIONAL LEADER
- DATA MASTER
- COACH AND MENTOR
- DRIVER OF CHANGE

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LEAD-Kentucky

Leadership Matters!

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- Kentucky statute 160.346 requires support for leadership in our schools and with the reductions in federal and state funding streams, it is critical to build internal capacity to develop and support building level leaders in sustainable ways.
- Ultimately this work will ensure that there is an increase in the number of well-trained principals available for turnaround schools and situations. Frequently we did not find principals who met those criteria when hiring for the Priority Schools.
- To date, over 250 Kentucky administrators have completed the LEAD-Kentucky program.

LEAD-Kentucky

Through our District 180 organizational framework we have three regions across Kentucky:

East
Central
West

Cadres of LEAD-Kentucky participants will be organized in each of these regions

Cadres will be led by NISL trained Kentucky educational recovery staff, university faculty, and KDE staff.

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Interested candidates should send inquiries to:
kdenisl@education.ky.gov

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How do you get involved?

Contact your region's Educational Recovery Director for additional information about NISL

East: Susan.greer@education.ky.gov
Central: Tim.godbey@education.ky.gov
West: Julia.Rawlings@education.ky.gov

Associate Commissioner:
Kelly.foster@education.ky.gov at KDE Frankfort for general information and additional enrollment materials

THANK YOU